

GRAND FORKS PARK DISTRICT

Benefits and Pay Structure

BENEFITS

<i>Sick Leave:</i>	96 hours of sick leave per year. Starts immediately - 100% carryover
<i>Health Insurance:</i>	Starts 3 months from start date
<i>Flex:</i>	Starts 3 months from start date. The flex rep. comes in the fall and will take effect November 1
<i>Life Insurance:</i>	Qualify after 6 months from start date. \$15,000 for death of employee Employee cannot contribute more to policy
<i>Long-term Disability:</i>	Qualify after 6 months from start date
<i>Vacation:</i>	1 week starts after 6 months from start date. Then as follows: 1-7 yrs 2 weeks 8-15 yrs 3 weeks 16+ yrs 4 weeks
<i>Pension:</i>	Mandatory contribution beginning of employment (Defined Benefit –ND Public Employment Retirement System) Employee contribution is 4% of annual salary.
<i>Dental:</i>	Employee Option – employee pay only
<i>Def comp:</i>	Employee Option – employee pay only (Nationwide 457 Plan)

PAY STRUCTURE

Pay is determined based on market study assessment and applicants' experience.
If approved by the Board, a COL increase is granted to all employees as of January 1 of the year.

Salary Range: \$34,700 - \$59,000

Nine Paid Holidays:

New Years, Good Friday, Memorial Day, 4th of July, Labor Day, Veterans, Day, Thanksgiving Day and day after, Christmas Day.

Other Programs:

- Early Retirement Incentive Program
- Sick Leave Transfer Program
- Bereavement Leave
- Member of Riverfork Credit Union
- Direct Deposit